

AUTOMATED SYSTEM AND METHOD FOR CREATING ALIGNED GOALS

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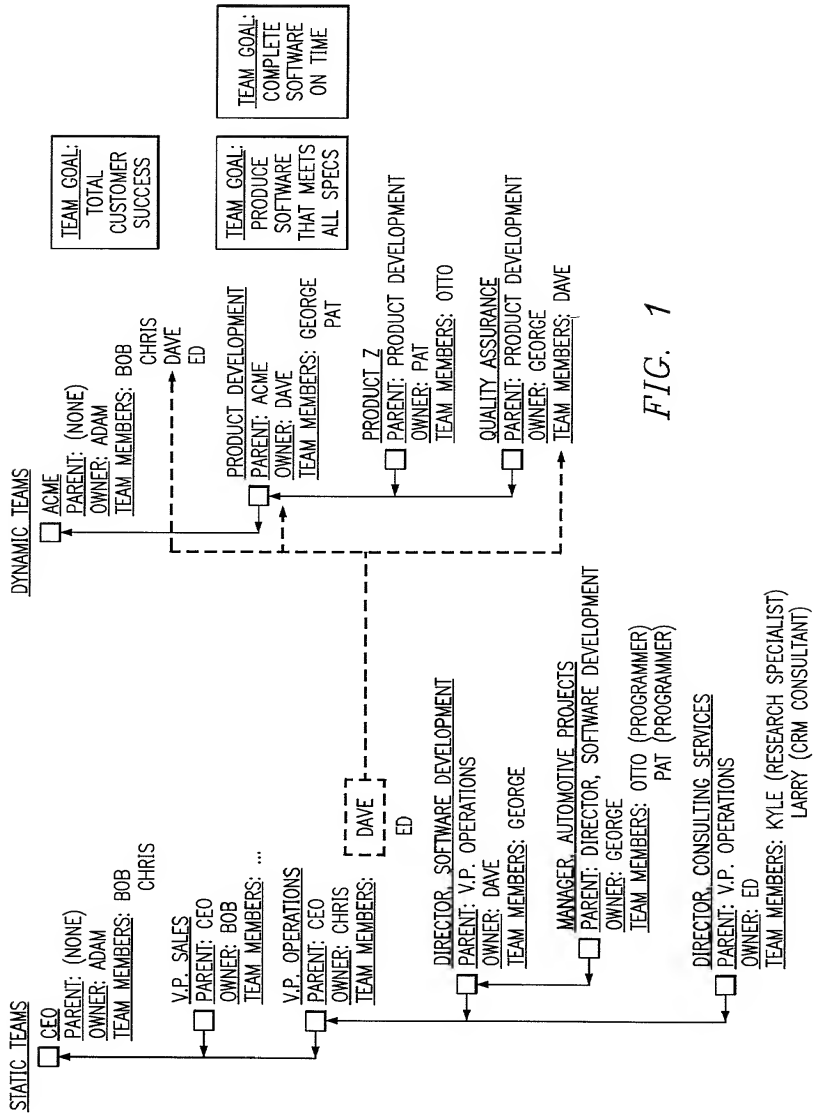


FIG. 1

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FIG. 2

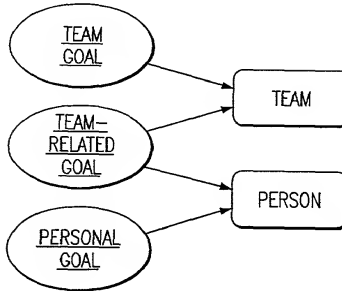


FIG. 4

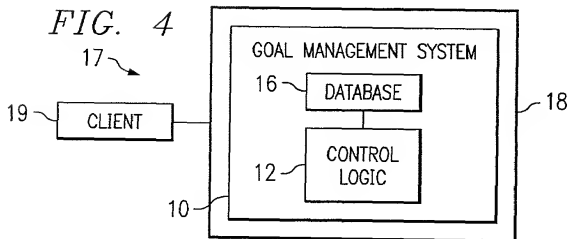
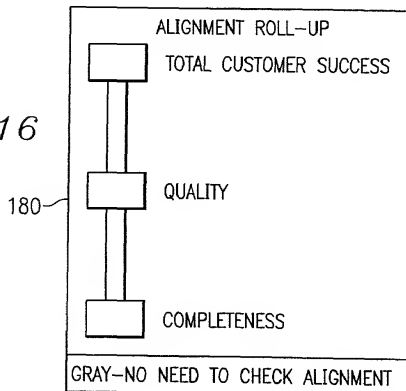


FIG. 16



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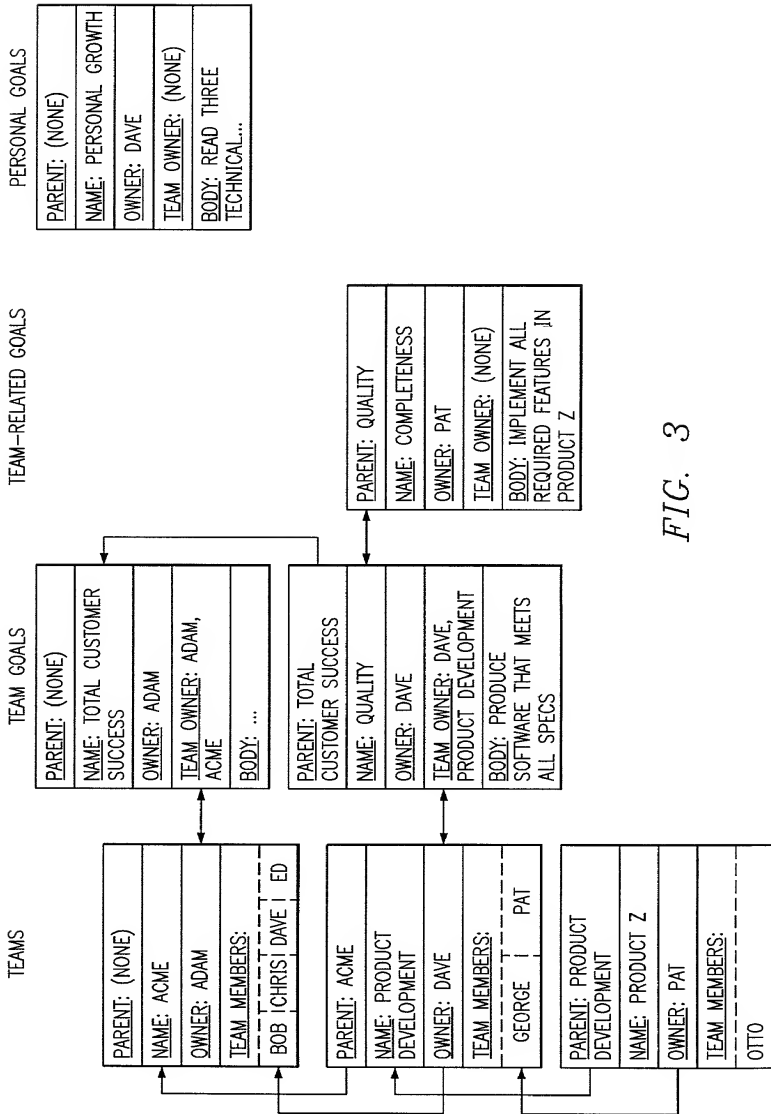
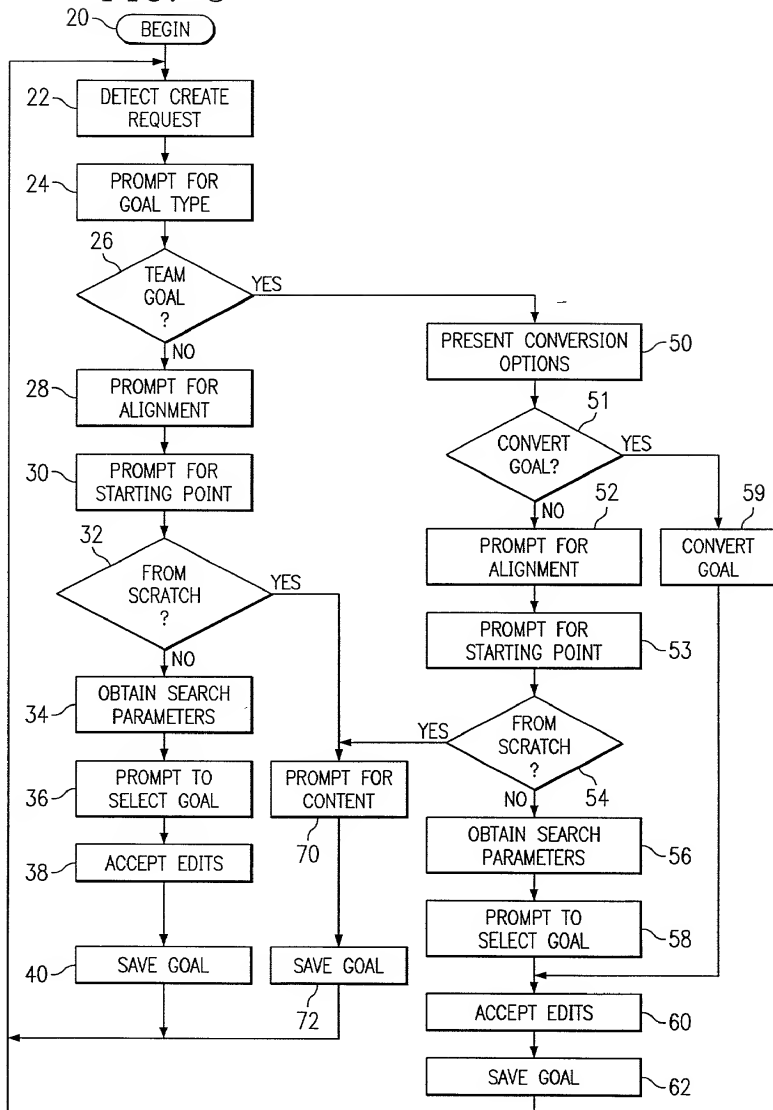


FIG. 3

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FIG. 5



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Step 1 - Team or Personal Goal
Create a Goal for yourself
If you are just creating a goal for yourself use this option. This will allow you to...
Select Team
Continue to step 2
114
116

Step 1 - Team or Personal Goal
Create a Goal for your Team
You can create a goal here for your team. This goal can be an existing goal of yours, or a create from scratch.
Select Create Team
Continue to step 2
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FIG. 6

FIG. 7

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Step 3 – New or Existing Goal

Choose to modify an existing goal

Some people find it easier to start with a goal of someone else's and modify it. Here Goals will present you with a profile and allow you to see people with similar profiles. You can then choose a goal, edit it, and make it yours.

Continue to step 4

Use the Goal Wizard to create a new Goal

If you're creating a brand new goal, proceed here. This is a systematic process that will lead you through creating a goal.

Continue to step 4

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FIG. 8

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Step 4 - Use your profile to search for goals
Progress

Goals will search on your profile and give you goals that match your criteria and alignment.
Begin Search

Name: Joe Smith
Job Title: Manager
Business Unit: Consulting
Manager: Johnny Bu

Type of Goal: Take the Hills
Ranks: All

Results
Goal Objectives:

- Move the Average bill rate to \$260. 122
- Move both average to 260, as well as save a gross profit of x percentage of the quarry lag n.
- Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in trilogy's business and values.

Rank: 1 1 1
Goal Owner: John Smith Sammy Jenkins Jill Wright

Continue to step 5 124

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FIG. 9

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Step 5 - Edit existing goal

To edit the goal, click on the area that you'd like to change. If you're satisfied with this goal, proceed to step 4

Progress

Continue to step 6

Take the Hills Goal (edit)

Rank

1 ✓

Delete

Objective (edit)

Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in trilogy's business and values.

Measure (edit)

Move the Average bill rate of \$260.

Stretch (edit)

Move both average to 260, as well as save a gross profit of x percentage of the quarry lag n.

Time Line (edit)

Start:01.15.01

Today

End:06.30.01

Alignment

☐ Trilogy
☐ Automotive
☐ Development
☐ Ford Project

Due

06.01.01

Activities (edit)

Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in trilogy's business and values.

Search

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FIG. 10

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Create a New Goal Wizard
Step 6 - Add Another Personal goal?
This goal has been saved into the goal system. You may review or edit it under your Goals.
Progress
Add another goal

Take the Hills Goal
Rank

1

1

✓

Delete
Objective
Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in Trilogy's business and values.
Measure
Move the Average bill rate of \$260.
Stretch
Move both average to 260, as well as save a gross profit of x percentage of the quarry lag n.
Time Line
Start:01:15:01 Today End:06:30:01
Due
06:01.01
Activities
Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in Trilogy's business and values.

Alignment

Trilogy
Automotive
Development
Ford Project

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FIG. 11

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Step 4 - Objective, Measure, and Stretch

Progress

Enter the Objective of your Goal:
Original objective of goal should appear here

Enter the Measure of your Goal:
Original measure of goal should appear here

Enter the Stretch of your Goal:
Original stretch of goal should appear here

Select the end date of your goal
One Month

Continue to step 5

Enter your objective here. An objective should have the following characteristics. An example objective might be...

The measure of a goal should be a quantifiable element of the goal. This should be something that your manager can evaluate objectively. An example might be...

The stretch element of a goal is the measure that "goes above and beyond" what is expected.

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FIG. 12

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Step 5 - New Goal Activities
Progress

Create A New Goal Wizard

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Current Activities
Due
06.01.01
delete
Add Activity

Activities
example activity

You should list important projects of milestones that you'll hit to accomplish your goal. Your activities are displayed for you on Your Summary page as a to do list.

Finish Goal Editing

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FIG. 13

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Progress

Step 2 - New or Existing Goal

Make one of your goals a Team Goal

Ⓢ Move the Average bill rate to \$260. 148

Ⓢ Move both average to 260, as well as save a gross profit of x percentage of the quarry lag n.

Ⓢ Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in trilogy's business and values.

You can select one of your own goals for your team. The goal will remain yours, but it will also allows your team to align to it.

Continue to step 3 ~ 150

Create a New Goal from Scratch

If you are creating a brand new goal, proceed here. Any goal you make for your team will automatically appear as your goal as well.

Continue to step 3 ~ 152

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FIG. 14

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Progress

Step 3 - New Goal Alignment
Choose Team to align to:
Ford Project Team 160

Select a Team to align this new goal to. The team must be a parent of the current team.

Current Alignment
☐ Trilogy
☒ Automotive
☐ Development
☐ Ford Project

Ford Project Team's Goals
☒ Move the Average bill rate to \$260. 164
☐ Move both average to 260, as well as save a gross profit of x percentage of the quarry lag n.
☐ Always make myself available to be involved in recruiting events. make sure I'm up to date and well versed in Trilogy's business and values.

Choose Goal Category
Take the Hills

The goal category is pre determined by the Team's Goal you've choosen. You may change the category to suit your specific needs.

Continue to step 2 162

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FIG. 15